

EXECUTIVE ORDER

No. 75-11

2113. E73/75-11  
AMENDMENT GVI/SF 13/77-11

OFFICE OF AFFIRMATIVE ACTION

WHEREAS, equal employment opportunity statutes and regulations not only require employers to refrain from deliberate acts of employment discrimination but also impose upon them an obligation to take positive steps to assure that current employment practices are non-discriminatory and that the effects of past employment discrimination are not perpetuated;

NOW, THEREFORE, I, Raul H. Castro, Governor of the State of Arizona, do hereby create the Arizona State Office of Affirmative Action and order and direct:

1. The Office shall be administered by a Director, appointed by the Governor, who shall act as an advisor to the Governor on equal employment policies and practices and on the State Affirmative Action policies and programs.
2. The Affirmative Action Office may, subject to the approval of the Governor, appoint such staff and clerical personnel as necessary to administer the program.
3. The purposes, functions and responsibility of the Office and the Director shall be to:
  - A. Formulate policies, plans and programs designed to promote equal employment opportunities and practices and affirmative action in employment by state government.
  - B. Administer plans and programs designed to promote equal employment opportunities and practices and affirmative action in employment by state government.
  - C. Formulate policies and plans and administer programs to insure non-discrimination in employment because of race, age, color, religion, sex or national origin by government contractors and subcontractors.
  - D. Provide information and advice to state government on matters of equal employment opportunities and practices and the implementation thereof.
  - E. Conduct research on its own initiative or at the request of the Governor or state agencies on compliance of personnel policies and practices with equal employment legislation, regulations and guidelines.
  - F. Utilize any and all media of communication and publication in dissemination of information on equal employment practices and Affirmative Action.
  - G. Advise with and make administrative and legislative recommendations to the Governor on matters concerning equal employment practices and Affirmative Action.
4. The Director may:
  - A. On behalf of the Governor and the State accept grants and matching funds for the conduct of programs which are designed to develop and implement equal employment opportunities and Affirmative Action policies and programs.
  - B. Expend available funds, use its facilities and provide services to promote equal employment opportunities in State Government and to provide matching contributions under Federal and other programs designed to promote equal employment opportunities and practices.

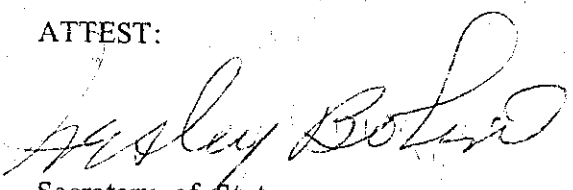
- C. Make quarterly reports to the Governor on its activities, its finances and the scope of its operations.
5. An Affirmative Action Advisory Council is established which shall be appointed by the Governor to advise and assist the Office of Affirmative Action in carrying out its duties and responsibilities.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona.

DONE at the Capitol in Phoenix this twenty-fifth day of August in the Year of Our Lord, One Thousand Nine Hundred and Seventy-five, and of the Independence of the United States the Two Hundredth.

  
GOVERNOR

ATTEST:

  
Secretary of State